

# The Judiciary

## Fair Employment Practices

### Annual Report



October 1, 1998 through September 30, 1999  
Conference Edition



Administrative Office of the U.S. Courts  
Leonidas Ralph Mecham, Director

8/ 2001-000536

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**The Judiciary  
Fair Employment Practices  
Annual Report  
for October 1, 1998  
to September 30, 1999**

Published by  
Administrative Office of the United States Courts  
Leonidas Raiph Mecham, Director

Employee Relations Office  
Suite 5-265  
Thurgood Marshall Federal Judiciary Building  
One Columbus Circle, N.E.  
Washington, DC 20544

JUDICIAL CONFERENCE REPORT

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## Executive Summary

With the implementation of EDR plans in the courts, the courts experienced the initial success from EDR as complaints decreased. During FY 1999, employee complaints decreased 45.5% compared with the previous fiscal year. The informal stages of EDR provided an environment that resulted in 65.5% resolution of cases. It is reasonable to expect future higher resolution of informal cases as more courts experience a full cycle of EDR during the next fiscal year.

Data provided by the courts indicate continued stability in the federal court workforce. There has not been a significant change in the total number of federal court personnel during FY 1999. The gender and ethnic demographics remain somewhat stable. The federal court workforce remains a unique employer with more women than men in the general workforce and in all occupational categories. Women are at parity in the *Professional: Other* category and 10.2% more than men in the *Professional: Legal* category.

A thorough review of the courts' overall race and ethnic demographics reveals that White representation in the *Professional* categories (77.8) is less than that same group's representation in the 1990 U.S. Census *professional* category (85%). It is noteworthy that while men represent 48.0% of the Judiciary professional workforce, they represent 63.0% of the Census *professional* category. Clearly, women in the Judiciary *Professional* categories are faring well.

African Americans and Hispanics received 10.3% and 10.2% of promotions, respectively, while Asians received 4.1% and Native Americans received 0.5%. Promotions for African Americans were predominantly in the *Office Clerical* and *Legal Secretary/Technical* categories, where they were heavily represented. Hispanics, too, were predominantly promoted in those same categories. Promotions for Asians were predominantly in the *Professional: Legal* and *Professional: Other* categories.

The Judiciary hired 2.6% of all applicants. In the *Professional: Legal* category, Asians and Whites were hired more often while Native Americans were hired least often. For the *Professional: Other* category, Whites and Hispanics were hired more often, and Native Americans were hired least often. In the *Office Clerical* category, Hispanics were hired far more often than all other groups. In the *Legal Secretary/Technical* category, African Americans were hired more often than other minorities.

Overall, the courts did not experience a significant amount of attrition and retirements during this reporting period. However, where the attrition and retirements occurred is noteworthy. Attrition was highest in the appellate courts, which is understandable because of the proportionately high number of law clerks in the appellate courts. The smallest minority group in the courts, Native Americans, had the third highest attrition in the appellate courts and the highest attrition in the federal public defender offices. Within each minority group, Native Americans also had the highest percentage of retirements.

As indicated in this summary, the courts still face some employment challenges. However, the federal court system as a model employer continues a proactive approach to achieve a fully diverse workforce in all occupational categories and to provide a work environment that fosters equality, dignity, respect, and opportunity for all court employees.

## **Preface**

This is the first Annual Report on the Judiciary Fair Employment Practices (FEP) Program. **This report replaces the Annual Report on the Judiciary Equal Employment Opportunity Program.**

The Federal Judiciary Model Employment Dispute Resolution (EDR) Plan was adopted by the Judicial Conference of the United States (JCUS) in 1997 in order to provide to employees of the United States courts by policy the rights and protections which are comparable to those provided to legislative branch employees under the Congressional Accountability Act of 1995.

The Plan's procedures replace the procedures set forth in the Judiciary Model Equal Employment Opportunity (EEO) Plan, except for imposing demographic reporting requirements on the courts.

### ***Improvements to Data Collection***

The expanded coverage and new procedures in the EDR plans required changes to the previously used data input software known as the Administrative Office Employees Reporting System (AOERS). The Fair Employment Practices System (FEPS) was developed and implemented for the 1999 fiscal reporting year.

The new FEPS software provides a number of benefits:

- There is now an ability to report on EDR Plan data, as required by the Judicial Conference.
- Using a web-based system eliminates the problem of differing operating systems and hardware configurations.
- Direct input of data on the J-Net to a single database eliminates the need for periodic loads to the database.
- Reporting capabilities are significantly improved.
- Immediate access to court demographics is now available.

Court FEP information is collected electronically through the new FEPS, which was implemented on the Judiciary's Intranet. Narrative reports were submitted through the Judiciary's electronic mail system. The Employee Relations Office (ERO) analyzed the statistics and narrative statements and consolidated and evaluated FEP information, as summarized in this report.

### ***The Fair Employment Practices Program***

The Judicial Conference's FEP Program is based on its commitment to recognizing, preventing and removing barriers to fair employment practices in the federal court system. This program incorporates the Model EEO Plan and the newly implemented EDR Plan, which expands areas of protection and provides new discrimination complaint procedures.

For Fiscal Year 1999, the courts submitted data to the Administrative Office (AO) of the U.S. Courts on the status of court personnel according to gender, race/ethnic group, and

disability; developments in hiring, promotion, and attrition among court personnel occurring during the reporting year; and discrimination and reprisal complaints filed in each court unit. In this Annual Report, for the first time, bankruptcy court data are broken out separately from district court data. The new reporting software also allows a breakout of probation and pretrial court units, although they were generally included in the statistics for the district court. Data submitted by the circuit courts includes all units within the courts of appeals and the circuit executive offices. Federal public defender offices, which in prior years were included with the courts of appeals, may now be reported separately. This will give the courtsability to perform a more refined analysis in the future.

This 19th Annual Report documents the efforts of the federal court system to implement the FEP Program during the FY 1999 reporting period. The report focuses on statistical information in a number of areas, including court personnel, with a comparison of the gender and ethnic make-up of the Judiciary's workforce with 1990 actual U.S. Census civilian labor force data; interviews; new appointments; promotions; separations (retirements and attrition); and complaints. Highlights of themes from the reports are summarized in the Narrative section.



## Complaints

With the implementation of EDR plans in the courts, employee complaints decreased 45.5%. At the beginning of FY 1999, 10 complaints were pending, and 24 complaints were filed, 20 fewer than in the previous fiscal year (44 new complaints filed in FY 1998). The prominent bases were race, gender, disability and age. Other bases were FMLA, color, national origin and retaliation. The recurring complaint issues were promotion, hires, and assignment. Benefits, termination, discipline, harassment, evaluation, demotion, performance and reasonable accommodation were other issues.

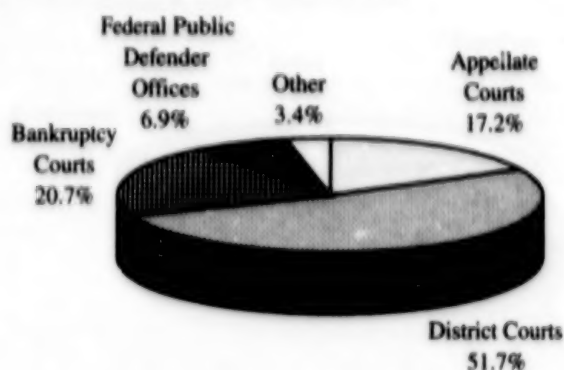


Figure 1: Complaints by Court

Nineteen complaints (65.5%) were resolved during FY 1999. Note that 41.4% were resolved during informal stages of the EDR process.

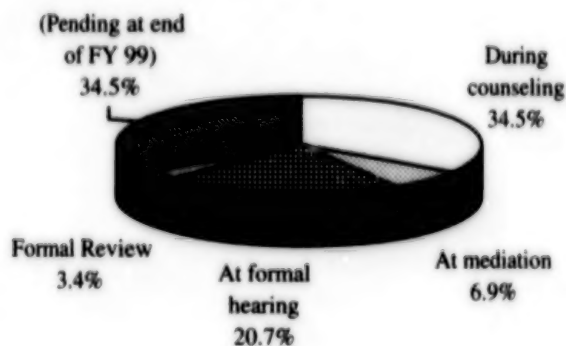


Figure 2: Complaints by Stage of Resolution Process

Complaints Pending 10/1/98	New Complaints Filed	Resolved in Complaints Counseling	Resolved in Mediation	Resolved in Formal Hearing	Resolved in Formal Review	Complaints Pending 9/30/99
10	24	10	2	6	1	15

## **The Narratives from the Courts**

Included in the reports from the courts were narrative statements describing significant achievements in fair employment practices, identifying areas where improvements are needed, and explaining the factors, if any, that inhibit the achievement of FEP program objectives. In addition, the courts report progress in identifying and developing employee skills and abilities, including developing career ladders.

The narrative reports identified a number of important themes during FY 1999. The reports demonstrate a sincere commitment to the continued development of a highly qualified, diverse workforce that is representative of the local populations as is evident from the workforce data. The result of such dedication is a proactive approach to recruitment and retention of women, minorities, and people with disabilities in nontraditional occupations. Another result is a low turnover rate. According to court reports, the Judiciary workforce is stable and content. Discussed below are some specific measures that the courts have taken to accomplish these goals.

### **Accomplishment: *Implementation of Employment Dispute Resolution (EDR) Plans***

January 1, 1999 was the deadline for court implementation of EDR plans. Implementation schedules varied throughout the remainder of the nine months in the fiscal year reporting cycle.

To date, all courts except one have implemented their EDR plans. Two circuits (the First and Eleventh) created their own model EDR plans for courts in their circuits by adopting the JCUS Model EDR Plan with modifications. One circuit (the Sixth) adopted the JCUS Model EDR Plan with modifications but did not set it forth as a model for the courts in that circuit. The DC Circuit merged portions of the JCUS Model EDR Plan with its grievance plan. The remaining circuits adopted consolidated EEO/EDR plans. Three of these circuits (the Second, Fourth, and Seventh) did not create a circuit model when they created a consolidated plan; the remaining five circuits did (the Third, Fifth, Eighth, Ninth, and Tenth).

### **Accomplishment: *Broadening of Recruitment Strategies to Encourage Diversity***

Recruitment strategies were consistent throughout the courts. Greater access to technology such as the Internet and the J-Net (the Judiciary's Intranet) enhanced the courts' ability to reach out to a wider pool of applicants and broaden the scope of recruitment. Substantial recruitment efforts by the courts included wide dissemination of vacancy announcements to court employees. As well, the courts publicized vacancies through women and minority organizations, state and federal agencies, colleges, universities, law schools, and federal buildings; bulletin board posting for public viewing; advertisements in special interest groups' publications; and local and national newspapers.

Some courts enhanced their recruitment strategies by participating in job fairs. Intern and summer training programs resulted in employment opportunities for some minority

candidates. In a few courts, minority high school students were hired for short time, part-time appointments. This employment strategy introduced many minority students for the first time to an office environment and encouraged future minority applicants.

**Accomplishment: Enhancements to the Quality of Federal Judiciary Staff**

Courts also sought to improve the skills and abilities of its existing employees through training, to provide professional development, and to improve advancement opportunities. Providing meaningful, career-enhancing training opportunities to its employees provided the courts with in-house resources as an additional recruitment option. Courts noted that comprehensive cross training was a beneficial training option. Job restructuring and developmental assignments were used to give employees knowledge of multiple jobs, employee career growth, promotion potential, and job effectiveness.

The courts used a variety of training methods, including in-house training, the Federal Judicial Television Network, and off-site training. The overall trend in the courts for training reflects an emphasis on leadership, communication, technology, team building, and automation skills. Several courts also provided diversity training for employees.

In an effort to provide educational opportunities for employees, the courts sponsored tuition reimbursement and tuition assistance programs for regularly paid, full-time, permanent court employees.

Other significant achievements include working more closely with existing staff to create new career-ladder positions, empowering staff members to qualify and compete for upward career positions. Mentoring programs have been established to develop leadership and managerial skills for employees.

**Accomplishment: Increased Diversity and Workplace Awareness**

Achievements in workplace diversity varied among the courts. Some courts focused inward on sensitivity and awareness issues and conducted work environment surveys to identify and monitor potential problems. Other courts focused outward. Recognizing the challenges that a diversity of languages is creating, some courts hired bilingual staff members and added bilingual greetings to their Public Information Line. Some courts established Diversity Committees to address cultural issues as well as awareness initiatives.

**Challenges**

Four recurring employment challenges for the courts emerged during FY 1999.

**Lack of Vacancies**

Although FY 1999 data indicates that fewer positions were left vacant than in previous years, the stability of the Judiciary workforce discussed above also creates a managerial challenge. Many courts noted that the lack of vacancies was due to a low turnover rate among court employees, a generally stable workforce, and career employees at the top of their career classification. Some courts are small with little or no turnover of employees. This provides little opportunity for aggressive recruitment. It is also noted that team based management

within the courts has led to the flattening of the organizations, thereby limiting growth promotional opportunities.

### **Competitive Labor Market**

The highly competitive labor market in 1999 provided barriers to the courts for recruitment and retention of highly qualified, diverse applicants. Recruitment and retention of qualified personnel has proven to be a challenge, particularly in the legal and automation fields. Courts observe that the income potential for these career fields is much greater in the private sector. Competition with the private sector for top law school candidates is intense. While the number of applications from qualified minorities has increased minimally, the situation is compounded by sharp competition from private-sector law firms for minority law school graduates.

### **Lack of Diverse Candidates**

Lack of diverse candidates applying to the courts is a consistent theme nationwide. Regional demographics limit the number of qualified women and minority applicants. Proactive outreach and recruitment among the courts continue as an effort to eliminate this employment barrier.

### **Safety**

Safety was an issue for some courts. Some courts are located in high crime areas, making applicants reluctant to apply. Further, many potential applicants do not want to work in an office that represents and comes in contact with those charged with a crime.

### **Summary**

The Judiciary, overall, has established several noteworthy employment goals. These include creating a climate of open communication among all personnel, assisting employees in achieving an effective and efficient level of performance, providing a work environment that models civility and positively reinforces good performance, satisfying the needs of employees, and respecting the dignity of employees.

The courts promote a diverse workforce, accept and respect individual differences, incorporate and empower the diverse talents of the courts, and capitalize on employees' talents to achieve the mission of the courts. These are the values of a model employer.



## Data: Background

The FEP Annual Report summarizes the Judiciary's population in terms of gender, race, disability, and employee complaints. The data on new appointments, promotions, and attrition provide insight regarding the courts' workplace environment.

### Court Personnel

The FEP statistics reported by the courts cover both permanent (full-time and part-time) and temporary employees in the courts of appeals, district courts, bankruptcy courts, territorial courts, and special courts, including the United States Court of Federal Claims, the United States Court of International Trade, and the Judicial Panel on Multidistrict Litigation. Judicial officers are not included in the professional legal category but instead are broken out as a separate category. (See Tables A-1 and A-2, in Appendix A.)

The courts employed a total of 30,934 personnel during FY 1999 and 26,774 at the end of FY 1999.<sup>1</sup> This year for the first time workforce data by appellate, district, and bankruptcy court and federal public defender offices was captured. (See below.) Most of the workforce is in the district courts, and, in fact, much of the financial administrative work for the appellate courts is performed by the district courts.

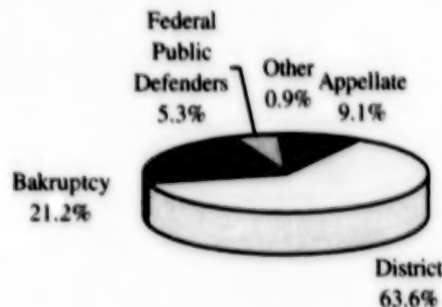


Figure 3: Workforce by Court Type

### Occupational Groupings

For purposes of this report, personnel have been grouped into occupational categories. Federal agencies covered by section 717 of Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972, 42 U.S.C. § 2000e-16 (1997), base their definitions of occupational groupings on those adopted by the EEOC: *professional*, *administrative*, *technical*, and *clerical*. For this report, the EEOC's occupational groupings are tailored to four judiciary job groupings as follows: (1) *Professional: Legal*; (2) *Professional: Other* (including other professional plus administrative positions); (3) *Legal Secretarial and Technical*; and (4) *Office Clerical*.

<sup>1</sup> For the FY 1999 report, all temporary employees were counted instead of just temporary employees who were with the court for more than one year. This decision was made in order to provide a more complete picture of the Judiciary workforce. Temporary employees constituted 1,379 of the workforce.



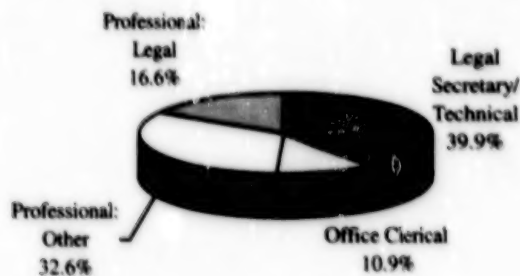
*The Professional: Legal* grouping consists of judges' law clerks, pro se law clerks, staff attorneys, federal public defenders, assistant defenders, research assistants, and magistrate judges' legal assistants.

*The Professional: Other* grouping consists of such positions as circuit executive, assistant circuit executive, clerk of court, deputy clerk, district court executive, probation/pretrial services officer, probation/pretrial trainee, probation/pretrial assistant, librarian, assistant librarian, systems manager, and Criminal Justice Act investigator. It also includes positions previously grouped as administrative, such as clerk of court, deputy clerk, administrative assistant to the chief judge, bankruptcy administrator, administrative assistant to a court unit executive, systems administrator, estate administrator, and administrative services.

*The Legal Secretary and Technical* grouping consists of judges' secretaries, magistrate judges' secretaries, clerks' secretaries, probation/pretrial chiefs' secretaries, and the district court executive's secretaries. It also includes case managers, some higher level docket clerks, account specialists, computer system specialists, and financial specialists.

*The Office Clerical* grouping includes some docket clerks, magistrate judges' clerical assistants, probation/pretrial clerks, library aides, messengers, and court criers.

It is noteworthy that the federal court workforce is divided nearly evenly between professional and support staff.



**Figure 4: Workforce by Occupational Group**

## Overview of Judiciary Workforce

### Comparing the Judiciary to the U.S. Workforce

In terms of both gender and race/ethnicity, the Judiciary workforce in FY 1999 compared favorably with the 1990 U.S. Census civilian labor force. The Judiciary continues to employ many more women than are represented in the civilian labor force as a whole.

During FY 1999, the courts experienced a slight increase in the Male, Hispanic and Asian categories. Conversely, a slight decrease occurred for the Female and White categories. Still, Females and Whites continue to dominate the Judiciary's workforce. The overall male demographic for the Judiciary is 31.7%—compared with 54.3% in the 1990 U.S. Census civilian labor force. Minorities in the courts, in total, represent 27.1% of the Judiciary's workforce, compared with 21.9% in the 1990 U.S. Census civilian labor force. Thus, the federal courts employ proportionally more minorities than were reported in the 1990 U.S. Census civilian labor force.

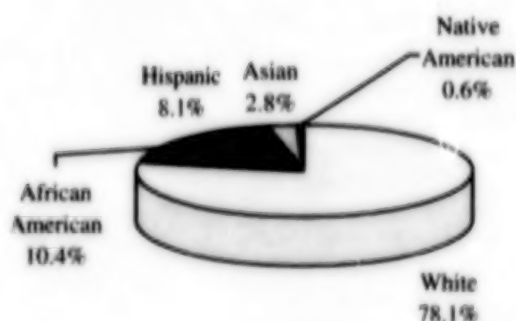


Figure 5: Ethnicity,  
1990 U.S. Census Civilian Labor Force

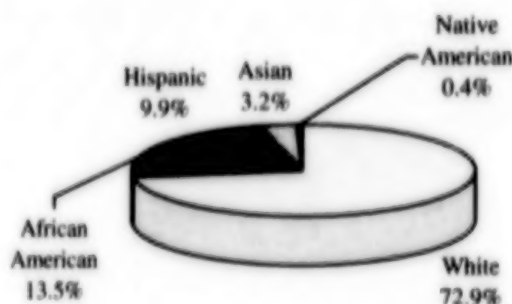


Figure 6: Ethnicity in Court  
Workforce



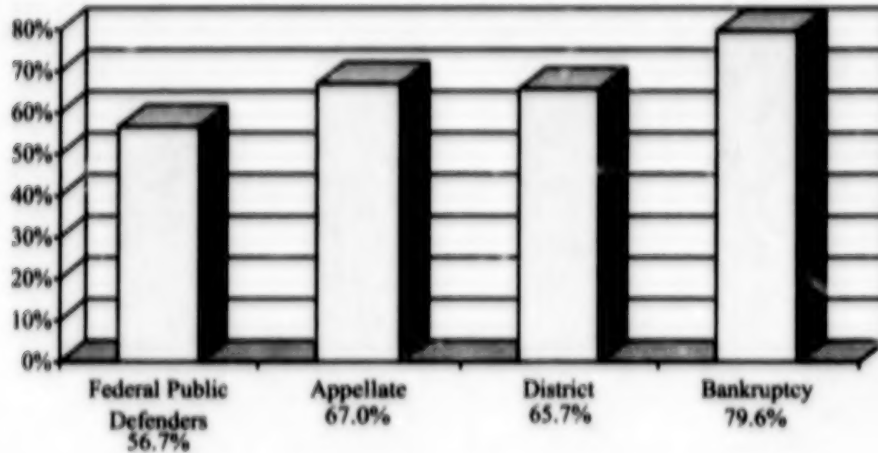
Figure 7: Gender,  
1990 U.S. Census Civilian Labor Force



Figure 8: Gender in Court Workforce

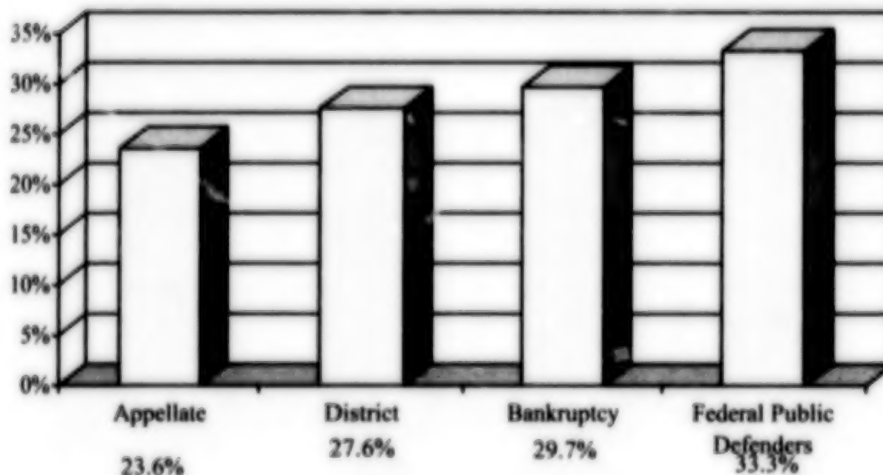
### ***Gender and Ethnicity by Court Type***

Women continue to form the backbone of the Judiciary workforce. They constitute 56.7% of the federal public defender office workforce, 67.0% of the appellate court workforce, 65.7% of the district court workforce, and 79.6% of the bankruptcy court workforce.



**Figure 9: Women in Court Workforce  
(by Court)**

Some distinctions among the court types also exist in terms of minorities in the workforce. In the appellate courts, 23.6% of the employees are minorities, as compared with 27.6% in the district courts, 29.7% in the bankruptcy courts, and 33.3% in the federal public defender offices.



**Figure 10: Minorities in Court  
Workforce (by Court)**

### ***Gender Demographics within the Judiciary***

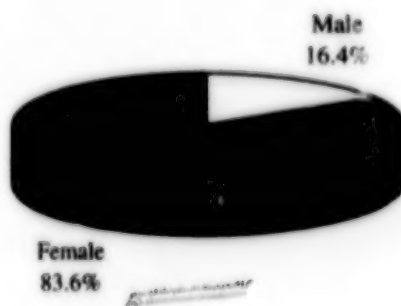
Although women dominate the Judiciary workforce, the professional jobs, whether legal or other, are split fairly evenly between men and women. Parity exists in the *Professional: Other* grouping, and a slight imbalance exists in the *Professional: Legal* grouping. The real concentration of women in the Judiciary occurs in the less prestigious positions, as shown below.



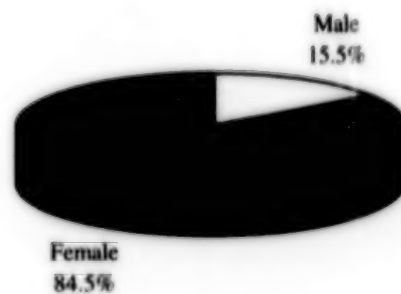
**Figure 11: Gender Division within  
*Professional: Legal Grouping***



**Figure 12: Gender Division within  
*Professional: Other Grouping***



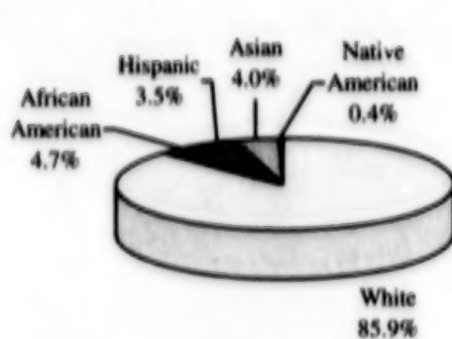
**Figure 13: Gender Division within  
*Legal Secretary/Technical Grouping***



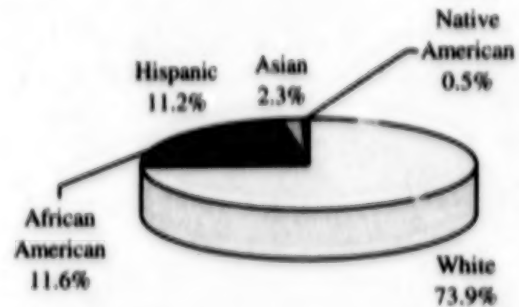
**Figure 14: Gender Division within  
*Office Clerical Grouping***

### ***Ethnicity Demographics within the Judiciary***

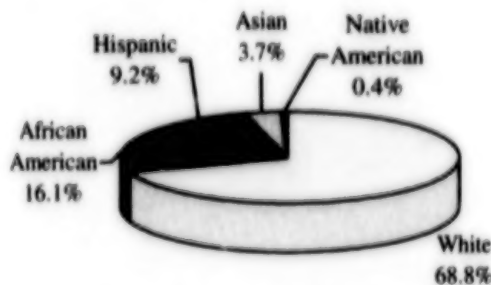
An examination of the ethnic and gender makeup of each occupational grouping indicates that the group with the highest concentration of Whites is the *Professional: Legal* (with 85.9%). This is similar to the 1990 Census<sup>2</sup> figure of 85.0% Whites in the *professional* category (See Table A-12, in Appendix A). Correspondingly, there are only 14.1% minorities in the *Professional: Legal* category. The number of minorities increases as the prestige of the position declines: *Professional: Other* (26.1% minorities), *Legal Secretary/Technical* (31.2% minorities), and *Office Clerical* (43.7% minorities). (See Figures 16-18 below.)



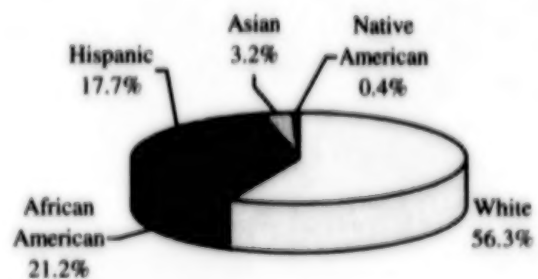
**Figure 15: Ethnic Composition of Professional: Legal Grouping**



**Figure 16: Ethnic Composition of Professional: Other Grouping**



**Figure 17: Ethnic Composition of Legal Secretary/Technical Grouping**



**Figure 18: Ethnic Composition of Office Clerical Grouping**

The figures also illustrate that the Asian/Pacific Islander group is at least as well represented in the *Professional: Legal* group as it is in the other three job categories, and Native Americans are represented about equally in all four job categories. In short, the larger concentrations of minorities in the support staff categories is largely due to more African Americans and Hispanic employees in those categories.

Among African Americans, the highest percentage in one Judiciary occupational grouping is found in the *Office Clerical* occupational grouping. The highest percentage of

<sup>2</sup> The most recent data available are the 1990 Census figures in race and ethnicity within occupational subgroups.



Hispanics is also found in the *Office Clerical* grouping. The Asian ethnic group is the only ethnic minority group whose highest representation is in the *Professional: Legal* grouping.

These figures vary to some extent from the FY 1998 Annual EEO Report. Although most figures are comparable to the FY 1998 Report, the number of African Americans in the *Professional: Other* grouping decreased by 2%, and the number of Hispanics increased correspondingly. In the *Office Clerical* grouping, Whites declined from 65% to 57% through the normal process of attrition with the difference made up primarily by increases in the Hispanic representation, who joined the courts as new appointments.

The largest percentage of White employees was in the two *Professional* groupings (79%) in the federal court workforce in FY 1999.

### ***Disability***

The Judiciary reported in FY 1999 that 1.6% of its employees had disabilities. This is an increase from the 1.1% reported in FY 1998.

## Judges Demographics

There is a noticeable imbalance by gender and ethnicity in the judge demographics. Article III judges are appointed by the President of the United States with the advice and consent of the U.S. Senate. Therefore, Judiciary hiring practices have no effect on the gender and ethnic distribution of Article III judges.

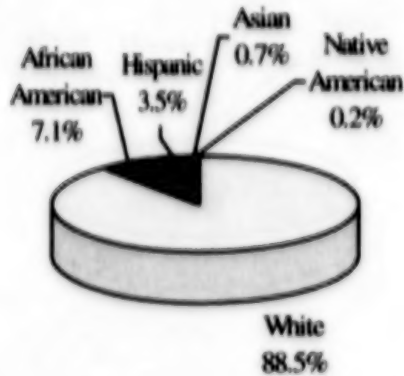


Figure 19: Judges Demographics, Ethnicity

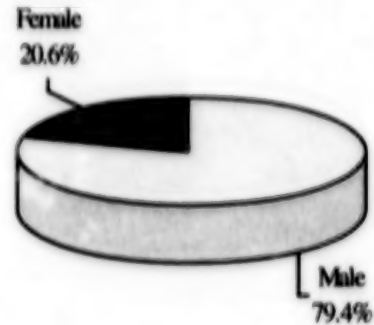


Figure 20: Judges Demographics, Gender

Comparing FY 1998 data with FY 1999 data shows slight increases for all minority judges counts. The number of women judges also increased slightly.

	<u>FY 1999</u>	<u>FY 1998</u>
White	88.5%	90.0%
African American	7.1%	6.0%
Hispanic	3.5%	3.3%
Asian	0.7%	0.6%
Native American	0.2%	0.1%
Men	79.4%	82.1%
Women	20.6%	17.9%
Disabled	2.4%	1.1%

## Promotions

Among ethnic groups, the most notable development was the increase in the percentage of promotions given to Hispanic employees, from 8.5% in FY 1998 to 9.9% in FY 1999. The numerical increase in promotions among Hispanic employees was 99, from 326 to 425. This was the largest numerical increase in promotions for ethnic groups in the federal court workforce. Promotions for White employees decreased slightly, from 75.9% in FY 1998 to 74.9% in FY 1999.

### *Ethnicity and Gender*

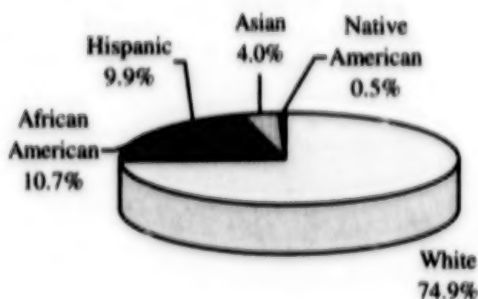


Figure 21: Promotions, Ethnicity



Figure 22: Promotions, Gender

To compare promotions with the makeup of the federal workforce, see Figure 6 on page 10. As shown above, Whites, who represent 73% of the Judiciary workforce, received 75% of all promotions in the federal court system in all occupational groupings. Although men comprised only 33% of the Judiciary work force, they received 40% of the promotions.

### **Occupational Groupings (Gender)**

Women represented 55.3% of the *Professional: Legal* grouping, and they received 51% of the promotions in that category. Promotions for men were proportionate to their representation in the population for the *Professional: Other* category. In the support categories (*Legal Secretary/Technical* and *Office Clerical*), men were promoted at a higher rate than their representation in the workplace, where men represented only 16% of the workers but received 22% of the promotions.



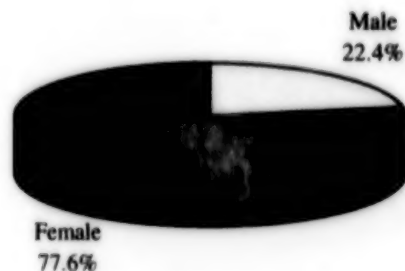
**Figure 23: Promotions, Gender,  
*Professional: Legal* Grouping**



**Figure 24: Promotions, Gender,  
*Professional: Other* Grouping**



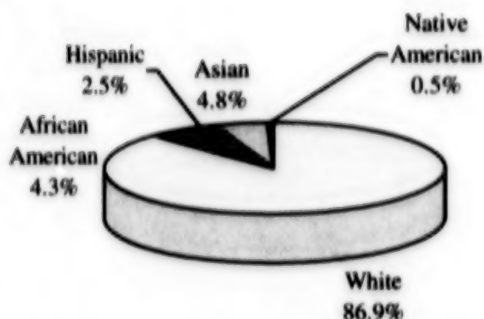
**Figure 25: Promotions, Gender,  
*Legal Secretary/Technical*  
Grouping**



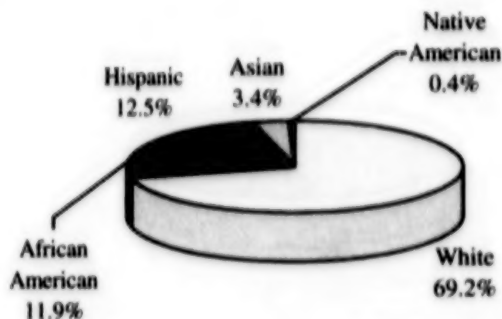
**Figure 26: Promotions, Gender,  
*Office Clerical* Grouping**

### ***Occupational Groupings (Ethnicity)***

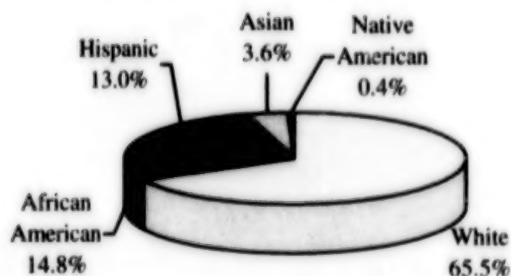
In the minority groups, African Americans and Hispanics received the majority of promotions within the courts during FY 1999. African Americans received slightly more promotions than Hispanics. Conspicuous disparity for promotion exists for Asians and Native Americans in all categories except *Professional: Legal* where Asians received more promotions than African Americans. In all courts except the federal public defender offices, where they are not the largest minority group, African Americans received more promotions than any other minority group. In the federal public defender offices, Hispanics, the largest minority there, received a larger majority of promotions than any other minority group.



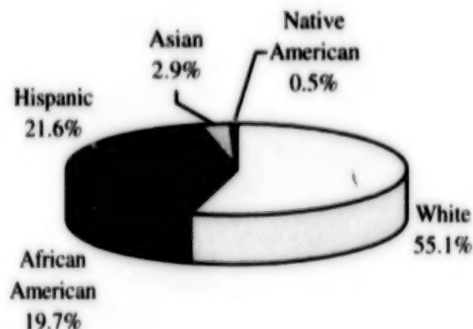
**Figure 27: Promotions, Ethnicity,  
*Professional: Legal Grouping***



**Figure 28: Promotions, Ethnicity,  
*Professional: Other Grouping***



**Figure 29: Promotions, Ethnicity,  
*Legal Secretary/Technical Grouping***



**Figure 30: Promotions, Ethnicity,  
*Office Clerical Grouping***



## Applicants, Interviewees, New Appointments

### General Trends

In light of the inherent difficulty of collecting race, gender, and disability information from applications that do not require applicants to report such data, only the total number of applicants for jobs in the Judiciary in 1999 is reported (202,884). This is in part due to limitations of FEPS as implemented for FY 1999 reporting. Over the course of the next year, ERO will address concerns that users expressed regarding an inability to enter total counts of applicants and an inability to change some data fields in FEPS.

The number of applicants interviewed increased in FY 1999 from 22,758 to 25,888, and the number of new appointments increased from the prior year, 5,357, compared to 4,286 in FY 1998.

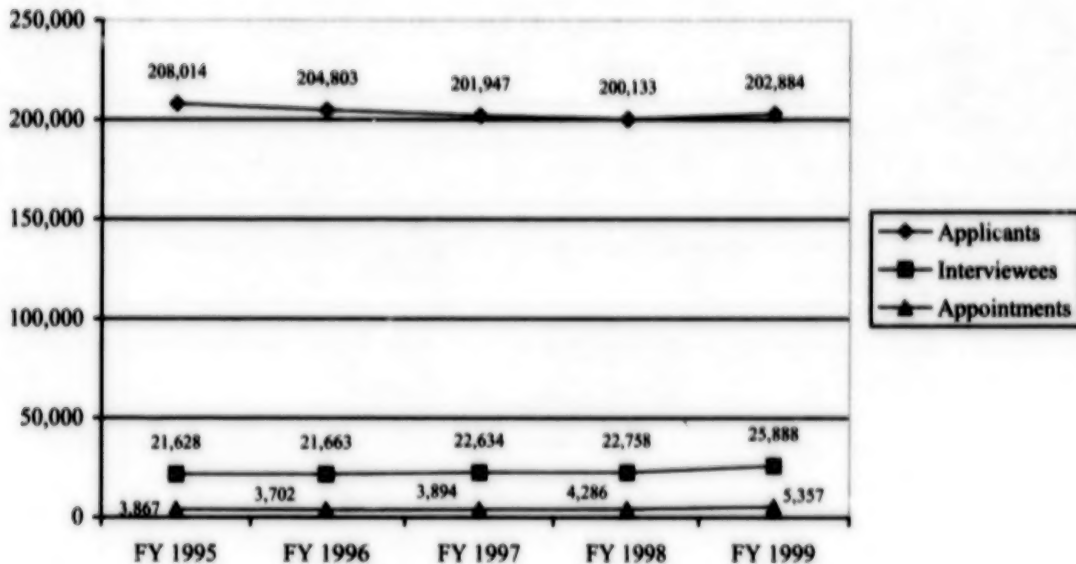
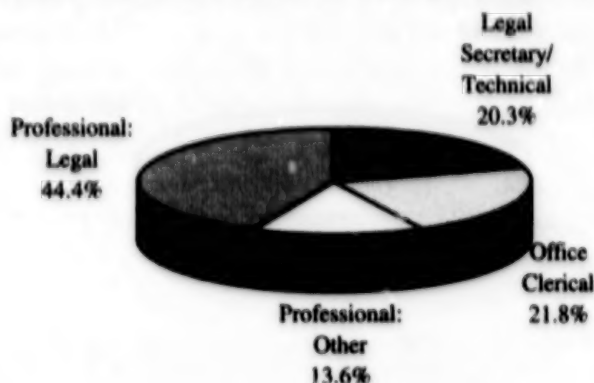


Figure 31: Applicants, Interviewees, and Appointments

### ***Appointments (Occupational Grouping)***

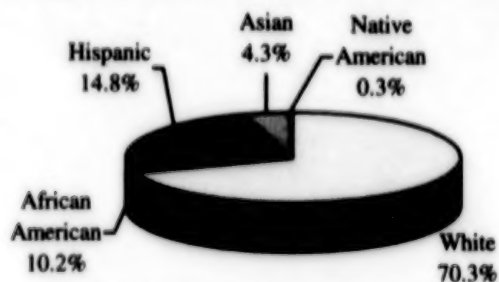
The distribution of new appointments during FY 1999 by occupational grouping is indicated below. The high proportion of *Professional: Legal* appointments is logical. Typically, law clerks are hired when they graduate from law school, and they stay for only one or two years. Law clerk positions are expected to be high-turnover positions.



**Figure 32: Appointments by Occupational Grouping**

### ***Appointments (Ethnicity)***

The distribution of new appointments during FY 1999 by ethnicity is indicated below.



**Figure 33: Appointments by Ethnicity**

### ***Appointments (Gender)***

The distribution of new appointments by gender indicates that women were hired for 58.1% of the positions.



**Figure 34: Appointments by Gender**

## Separations

### Total Separations

In examining the race/ethnicity demographics for new appointments, as compared with separations, it is evident that more Hispanics are being hired and fewer Whites are being replaced. A comparison of Figure 33 above on appointments with Figure 35 below on separations shows that Whites represented 70.3% of the new appointments but 78.2% of the separations. On the other hand, Hispanics represented 14.8% of the new appointments but only 6.0% of the separations.

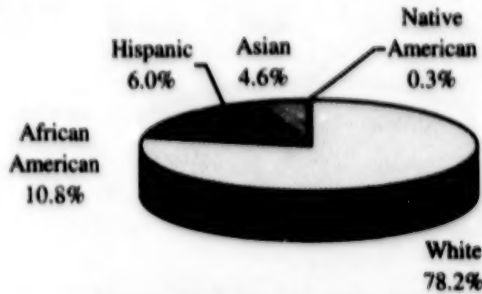


Figure 35: Separations by Ethnicity

### Attrition

The courts had a 15.5% overall attrition rate for FY 1999. As indicated below, the largest attrition occurred in the *Professional: Legal* occupational group. Because women in the courts outnumber the men, it is not surprising that attrition for women is higher than for men.

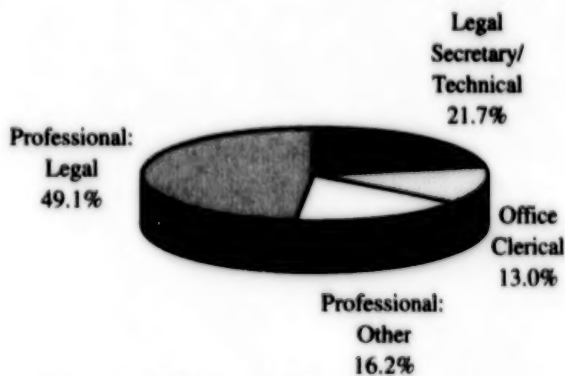


Figure 36: Attrition by Occupational Grouping



Figure 37: Attrition by Gender

## Retirement

The Judiciary had 1.9% of the total workforce retire during FY 1999. Most retirements occurred in the *Professional: Other* occupational group and more women than men retired as indicated in Figures 38-40 below.

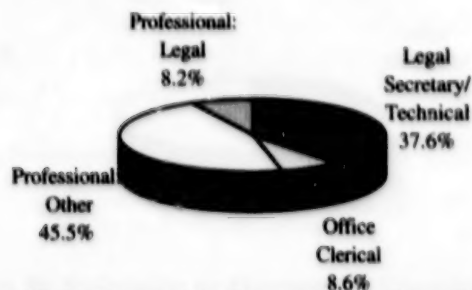


Figure 38: Retirement by Occupational Grouping

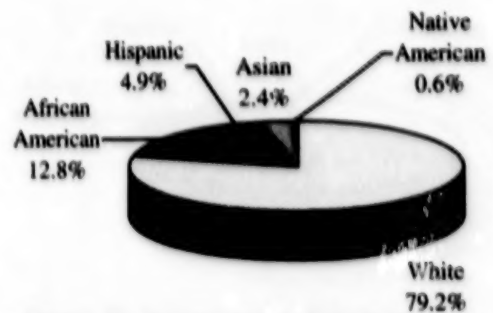


Figure 39: Retirement by Ethnicity

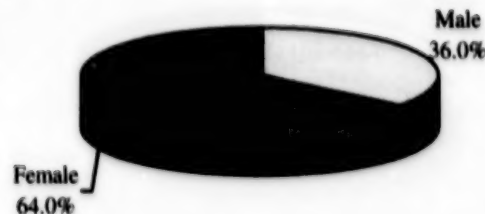


Figure 40: Retirement by Gender

It is not surprising that more Whites retired than any other group in the overall Judiciary workforce, because they represent the largest category for the workforce.

## Conclusion

This first annual report on the Judiciary Fair Employment Practices Program is an overview of the Judiciary's workforce demographics that highlights significant accomplishments and identifies future challenges. As indicated in this report, the Judiciary exceeds the civilian labor force in the employment of women and minorities and maintains its commitment to a fully diverse, qualified workforce.

## Appendix A: Data Tables

Due to problems with the new reporting system, a few courts or organizations were unable to meet the final reporting deadline, and their data, therefore, is not included in the data tables. The Administrative Office is still collecting their data and it is available in refined statements maintained by the Employee Relations Office.

Table A-1: Federal Judicial Officers (Active) as of September 30, 1999

Court		Total		White		African Am.		Hispanic		Asian		Native Am.		Not Reported*		Disabled	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Circuit	Male	115	77.7	88	67.7	8	6.2	5	3.8	1	0.8	0	0.0	13	11.8		
	Female	33	22.3	25	19.2	2	1.5	1	0.8	0	0.0	0	0.0	5	3.4		
	Total	148	100.0	113	86.9	10	7.7	6	4.6	1	0.8	0	0.0	18	12.2	3	2.0
District	Male	483	80.4	375	67.0	53	9.5	20	3.6	3	0.5	2	0.4	30	5.0		
	Female	118	19.6	89	15.9	13	2.3	4	0.7	1	0.2	0	0.0	11	1.8		
	Total	601	100.0	464	82.9	66	11.8	24	4.3	4	0.7	2	0.4	41	6.8	13	2.2
Bankruptcy	Male	270	81.1	255	77.0	5	1.5	7	2.1	1	0.3	0	0.0	2	0.6		
	Female	63	18.9	59	17.8	3	0.9	1	0.3	0	0.0	0	0.0	0	0.0		
	Total	333	100.0	314	94.9	8	2.4	8	2.4	1	0.3	0	0.0	2	0.6	11	3.3
Magistrate (Full-time)	Male	348	77.3	296	71.0	13	3.1	10	2.4	2	0.5	1	0.2	26	5.8		
	Female	102	22.7	80	19.2	9	2.2	4	1.0	2	0.5	0	0.0	7	1.6		
	Total	450	100.0	376	90.2	22	5.3	14	3.4	4	1.0	1	0.2	33	7.3	10	2.2
Magistrate (Part-time)	Male	54	84.4	45	83.3	0	0.0	0	0.0	0	0.0	0	0.0	9	14.1		
	Female	10	15.6	7	13.0	1	1.9	1	1.9	0	0.0	0	0.0	1	1.6		
	Total	64	100.0	52	96.3	1	1.9	1	1.9	0	0.0	0	0.0	10	15.6	1	1.6
Claims	Male	10	62.5	10	62.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
	Female	6	37.5	6	37.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
	Total	16	100.0	16	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total**	Male	1,280	79.4	1,069	70.9	79	5.2	42	2.8	7	0.5	3	0.2	80	5.3		
	Female	332	20.6	266	17.6	28	1.9	11	0.7	3	0.2	0	0.0	24	1.6		
	Total	1,612	100.0	1,335	88.5	107	7.1	53	3.5	10	0.7	3	0.2	104	6.9	38	2.4

\* Some courts did not report the race/ethnicity of all judges on the bench.

\*\* Race/ethnicity percentages in the total grouping are based on the following formula:

Race category count/(Total count – Not reported count). For example, the percent of total African American judges is calculated as follows:  $107 \div (1,612 - 104)$  or  $107 \div 1,508$ .

Table A-2

Percentage of Minorities and Women on the Federal Bench

Category	1999	1998
African American	6.6	6.0
Hispanic	3.3	3.3
Asian	0.6	0.6
Native American	0.2	0.1
All Minorities	10.7	9.9
Women	20.7	18.2
Disabled	2.4	1.1



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**Table A-3  
Total Court Personnel as of September 30, 1999**

Court	Totals	Male	Female	White	African Am.	Hispanic	Asian	Native Am.	Not Rptd.*	Disab.
Circuit	2,437	805	1,632	1,863	339	93	127	8	7	44
Percent		33.0%	67.0%	76.4%	13.9%	3.8%	5.2%	0.3%	0.3%	1.8%
District	17,015	5,836	11,179	12,315	2,138	1,806	472	77	207	179
Percent		34.3%	65.7%	72.4%	12.6%	10.6%	2.8%	0.5%	1.2%	1.1%
Bankruptcy	5,687	1,160	4,527	3,998	903	438	210	19	119	109
Percent		20.4%	79.6%	70.3%	15.9%	7.7%	3.7%	0.3%	2.1%	1.9%
FPDO	1,410	611	799	940	123	282	35	12	18	12
Percent		43.3%	56.7%	66.7%	8.7%	20.0%	2.5%	0.9%	1.3%	0.9%
Other**	225	83	142	149	59	7	10	0	0	0
Percent		36.9%	63.1%	66.2%	26.2%	3.1%	4.4%	0.0%	0.0%	0.0%
<b>Total</b>	<b>26,774</b>	<b>8,495</b>	<b>18,279</b>	<b>19,265</b>	<b>3,562</b>	<b>2,626</b>	<b>854</b>	<b>116</b>	<b>351</b>	<b>341</b>
<b>Percent</b>		<b>31.7%</b>	<b>68.3%</b>	<b>72.0%</b>	<b>13.3%</b>	<b>9.8%</b>	<b>3.2%</b>	<b>0.4%</b>	<b>1.3%</b>	<b>1.3%</b>
<b>Percent w/o Not Rptd.</b>				<b>72.9%</b>	<b>13.5%</b>	<b>9.9%</b>	<b>3.2%</b>	<b>0.4%</b>		<b>1.3%</b>

\* Some courts did not report the race/ethnicity of all employees.

\*\* "Other" includes special courts and bankruptcy administrator offices.

**Table A-3A  
Total Court Personnel by Occupational Grouping  
as of September 30, 1999**

Court	Totals	Male	Female	White	African Am.	Hispanic	Asian	Native Am.	Not Rptd.*	Disab.
Prof. Legal	4,444	1,987	2,457	3,818	209	155	176	18	68	41
Percent		44.7%	55.3%	85.9%	4.7%	3.5%	4.0%	0.4%	1.5%	0.9%
Prof. Other	8,732	4,305	4,427	6,455	1,011	975	196	42	53	121
Percent		49.3%	50.7%	73.9%	11.6%	11.2%	2.2%	0.5%	0.6%	1.4%
Lg. Sc./Tech.	10,687	1,753	8,934	7,354	1,724	980	392	44	193	136
Percent		16.4%	83.6%	68.8%	16.1%	9.2%	3.7%	0.4%	1.8%	1.3%
Ofc. Clerical	2,911	450	2,461	1,638	618	516	90	12	37	42
Percent		15.5%	84.5%	56.3%	21.2%	17.7%	3.1%	0.4%	1.3%	1.4%
<b>Total</b>	<b>26,774</b>	<b>8,495</b>	<b>18,279</b>	<b>19,265</b>	<b>3,562</b>	<b>2,626</b>	<b>854</b>	<b>116</b>	<b>351</b>	<b>340</b>
<b>Percent</b>		<b>31.7%</b>	<b>68.3%</b>	<b>72.0%</b>	<b>13.3%</b>	<b>9.8%</b>	<b>3.2%</b>	<b>0.4%</b>	<b>1.3%</b>	<b>1.3%</b>
<b>Percent w/o Not Rptd.</b>				<b>72.9%</b>	<b>13.5%</b>	<b>9.9%</b>	<b>3.2%</b>	<b>0.4%</b>		<b>1.3%</b>

\* Some courts did not report the race/ethnicity of all employees.

**Table A-4**  
**Percent of Personnel by Court Type as of September 30, 1999**

<b>Court</b>	<b>Totals</b>
Circuit .....	2,437
Percent .....	9.1%
District .....	17,015
Percent .....	63.6%
Bankruptcy .....	5,687
Percent .....	21.2%
FPDO .....	1,410
Percent .....	5.3%
Other* .....	225
Percent .....	0.8%
<b>Total</b> .....	<b>26,774</b>
<b>Percent</b> .....	<b>100.0%</b>

\* Other includes special courts and bankruptcy administrator offices.

**Table A-4A**  
**Percent of Personnel by Occupational Grouping as of September 30, 1999**

<b>Court</b>	<b>Totals</b>
Professional: Legal .....	4,444
Percent .....	16.6%
Professional: Other .....	8,732
Percent .....	32.6%
Legal Sec./Tech. ....	10,687
Percent .....	39.9%
Office Clerical .....	2,911
Percent .....	10.9%
<b>Total</b> .....	<b>26,774</b>
<b>Percent</b> .....	<b>100.0%</b>

\* Other includes special courts and bankruptcy administrator offices.

**Table A-5**  
**Total Applicants for Positions in the Federal Courts as of September 30, 1999**

<b>Court</b>	<b>Totals</b>
Circuit .....	48,303
Percent .....	23.8%
District .....	123,047
Percent .....	60.6%
Bankruptcy .....	19,858
Percent .....	9.8%
FPDO .....	6,954
Percent .....	3.4%
Other* .....	4,721
Percent .....	2.3%
<b>Total</b> .....	<b>202,884</b>
<b>Percent</b> .....	<b>100.0%</b>

\* Other includes special courts and bankruptcy administrator offices.

**Table A-6**  
**Total Interviewees for Positions in the Federal Courts**  
**During the Year Ending September 30, 1999**

Court	Totals	Male	Female	White	African Am.	Hispanic	Asian	Native Am.	Not Rptd.*	Disab. <sup>†</sup>
Circuit	4,920	2,502	2,418	3,859	566	175	297	9	14	
Percent		50.9%	49.1%	78.4%	11.5%	3.6%	6.0%	0.2%	0.3%	
District	15,045	6,179	8,866	10,799	1,970	1,530	532	39	175	
Percent		41.1%	58.9%	71.8%	13.1%	10.2%	3.5%	0.3%	1.2%	
Bankruptcy	3,736	1,206	2,530	2,614	665	238	156	6	57	
Percent		32.3%	67.7%	70.0%	17.8%	6.4%	4.2%	0.2%	1.5%	
FPDO	1,805	807	998	1,237	144	328	67	7	22	
Percent		44.7%	55.3%	68.5%	8.0%	18.2%	3.7%	0.4%	1.2%	
Other**	382	201	181	295	56	15	16	0	0	
Percent		52.62%	47.38%	77.23%	14.66%	3.93%	4.19%	0.00%	0.00%	
<b>Total</b>	<b>25,888</b>	<b>10,895</b>	<b>14,993</b>	<b>18,804</b>	<b>3,401</b>	<b>2,286</b>	<b>1,068</b>	<b>61</b>	<b>268</b>	
<b>Percent</b>		<b>42.1%</b>	<b>57.9%</b>	<b>72.6%</b>	<b>13.1%</b>	<b>8.8%</b>	<b>4.1%</b>	<b>0.2%</b>	<b>1.0%</b>	
<b>Percent w/o Not Rptd.</b>				<b>73.4%</b>	<b>13.3%</b>	<b>8.9%</b>	<b>4.2%</b>	<b>0.2%</b>		

\* Some courts did not report the race/ethnicity of all interviewees.

\*\* Other includes special courts and bankruptcy administrator offices.

† Data on people with disabilities was not collected for interviewees in 1999.

**Table A-7**  
**Total New Appointments in the Federal Courts**  
**During the Year Ending September 30, 1999**

Court	Totals	Male	Female	White	African Am.	Hispanic	Asian	Native Am.	Not Rptd.*	Disab.
Circuit	830	413	417	677	51	18	58	3	23	3
Percent		49.8%	50.2%	81.6%	6.1%	2.2%	7.0%	0.4%	2.8%	0.4%
District	3,409	1,389	2,020	2,244	335	640	121	10	59	21
Percent		40.7%	59.3%	65.8%	9.8%	18.8%	3.5%	0.3%	1.7%	0.6%
Bankruptcy	717	250	467	509	117	57	27	1	6	4
Percent		34.9%	65.1%	71.0%	16.3%	7.9%	3.8%	0.1%	0.8%	0.6%
FPDO	273	123	150	175	23	58	14	2	1	3
Percent		45.1%	54.9%	64.1%	8.4%	21.2%	5.1%	0.7%	0.4%	1.1%
Other**	128	71	57	99	13	7	8	0	1	2
Percent		55.5%	44.5%	77.3%	10.2%	5.5%	6.3%	0.0%	0.8%	1.6%
<b>Total</b>	<b>5,357</b>	<b>2,246</b>	<b>3,111</b>	<b>3,704</b>	<b>539</b>	<b>780</b>	<b>228</b>	<b>16</b>	<b>90</b>	<b>33</b>
<b>Percent</b>		<b>41.9%</b>	<b>58.1%</b>	<b>69.1%</b>	<b>10.1%</b>	<b>14.6%</b>	<b>4.3%</b>	<b>0.3%</b>	<b>1.7%</b>	<b>0.6%</b>
<b>Percent w/o Not Rptd.</b>				<b>70.3%</b>	<b>10.2%</b>	<b>14.8%</b>	<b>4.3%</b>	<b>0.3%</b>		<b>0.6%</b>

\* Some courts did not report the race/ethnicity of all employees.

\*\* "Other" includes special courts and bankruptcy administrator offices.

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**Table A-7A**  
**New Appointments in the Federal Courts by Occupational Grouping**  
**During the Year Ending September 30, 1999**

Court	Totals	Male	Female	White	African Am.	Hispanic	Asian	Native Am.	Not Rptd.*	Disab.
Prof: Legal	2,376	1210	1166	2015	112	66	134	8	41	13
Percent		50.9%	49.1%	84.8%	4.7%	2.8%	5.6%	0.3%	1.7%	0.5%
Prof: Other	727	399	328	504	84	107	21	2	9	5
Percent		54.9%	45.1%	69.3%	11.6%	14.7%	2.9%	0.3%	1.2%	0.7%
L.g. Sc./Tech.	1,085	297	788	721	169	116	45	4	30	7
Percent		27.4%	72.6%	66.5%	15.6%	10.7%	4.1%	0.4%	2.8%	0.6%
Ofc. Clerical	1,169	340	829	464	174	491	28	2	10	8
Percent		29.1%	70.9%	39.7%	14.9%	42.0%	2.4%	0.2%	0.9%	0.7%
<b>Total</b>	<b>5,357</b>	<b>2,246</b>	<b>3,111</b>	<b>3,704</b>	<b>539</b>	<b>780</b>	<b>228</b>	<b>16</b>	<b>90</b>	<b>33</b>
<b>Percent</b>		<b>41.9%</b>	<b>58.1%</b>	<b>69.1%</b>	<b>10.1%</b>	<b>14.6%</b>	<b>4.3%</b>	<b>0.3%</b>	<b>1.7%</b>	<b>0.6%</b>
<b>Percent w/o Not Rptd.</b>				70.3%	10.2%	14.8%	4.3%	0.3%		0.6%

\* Some courts did not report the race/ethnicity of all employees.

**Table A-8**  
**New Appointments by Occupation as of September 30, 1999**

Court	Totals	Professional: Legal	Professional: Other	Legal Secretary/ Technical	Office Clerical
Circuit	830	652	44	94	40
Percent		78.6%	5.3%	11.3%	4.8%
District	3,409	1377	561	593	878
Percent		40.4%	16.5%	17.4%	25.8%
Bankruptcy	717	172	59	285	201
Percent		24.0%	8.2%	39.7%	28.0%
FPDO	273	96	52	98	27
Percent		35.2%	19.0%	35.9%	9.9%
Other*	128	79	11	15	23
Percent		61.7%	8.6%	11.7%	18.0%
<b>Total</b>	<b>5,357</b>	<b>2376</b>	<b>727</b>	<b>1085</b>	<b>1169</b>
<b>Percent</b>		<b>44.4%</b>	<b>13.6%</b>	<b>20.3%</b>	<b>21.8%</b>

\* "Other" includes special courts and bankruptcy administrator offices.



**Table A-9**  
**Total Promotions Made in the Federal Courts**  
**During the Year Ending September 30, 1999**

Court	Totals	Male	Female	White	African Am.	Hispanic	Asian	Native Am.	Not Rptd.*	Disab.
Circuit	424	193	231	334	40	18	29	3	0	6
Percent		45.5%	54.5%	78.8%	9.4%	4.2%	6.8%	0.7%	0.0%	1.4%
District	2,809	1,175	1,634	2,062	295	285	99	11	57	19
Percent		41.8%	58.2%	73.4%	10.5%	10.1%	3.5%	0.4%	2.0%	0.7%
Bankruptcy	762	240	522	572	88	50	34	4	14	5
Percent		31.5%	68.5%	75.1%	11.5%	6.6%	4.5%	0.5%	1.8%	0.7%
FPDO	273	90	183	165	24	70	7	2	5	11
Percent		33.0%	67.0%	60.4%	8.8%	25.6%	2.6%	0.7%	1.8%	4.0%
Other**	92	40	52	74	13	2	3	0	0	1
Percent		43.5%	56.5%	80.4%	14.1%	2.2%	3.3%	0.0%	0.0%	1.1%
<b>Total</b>	<b>4,360</b>	<b>1,738</b>	<b>2,622</b>	<b>3,207</b>	<b>460</b>	<b>425</b>	<b>172</b>	<b>20</b>	<b>76</b>	<b>42</b>
<b>Percent</b>		<b>39.9%</b>	<b>60.1%</b>	<b>73.6%</b>	<b>10.6%</b>	<b>9.7%</b>	<b>3.9%</b>	<b>0.5%</b>	<b>1.7%</b>	<b>1.0%</b>
<b>Percent w/o Not Rptd.</b>				<b>74.9%</b>	<b>10.7%</b>	<b>9.9%</b>	<b>4.0%</b>	<b>0.5%</b>		<b>1.0%</b>

\* Some courts did not report the race/ethnicity of employees.

\*\* "Other" includes special courts and bankruptcy administrator offices.

**Table A-9A**  
**Promotions in the Federal Courts by Occupational Grouping**  
**During the Year Ending September 30, 1999**

Court	Totals	Male	Female	White	African Am.	Hispanic	Asian	Native Am.	Not Rptd.*	Disab.
Prof. Legal	1,616	787	829	1404	70	41	78	8	15	3
Percent		48.7%	51.3%	86.9%	4.3%	2.5%	4.8%	0.5%	0.9%	0.2%
Prof. Other	1,232	612	620	853	147	154	42	5	31	27
Percent		49.7%	50.3%	69.2%	11.9%	12.5%	3.4%	0.4%	2.5%	2.2%
Lg. Sc./Tech.	1,127	245	882	738	167	147	41	5	29	8
Percent		21.7%	78.3%	65.5%	14.8%	13.0%	3.6%	0.4%	2.6%	0.7%
Ofc. Clerical	285	94	291	212	76	83	11	2	1	4
Percent		24.4%	75.6%	55.1%	19.7%	21.6%	2.9%	0.5%	0.3%	1.0%
<b>Total</b>	<b>4,360</b>	<b>1,738</b>	<b>2,622</b>	<b>3,207</b>	<b>460</b>	<b>425</b>	<b>172</b>	<b>20</b>	<b>76</b>	<b>42</b>
<b>Percent</b>		<b>39.9%</b>	<b>60.1%</b>	<b>73.6%</b>	<b>10.6%</b>	<b>9.7%</b>	<b>3.9%</b>	<b>0.5%</b>	<b>1.7%</b>	<b>1.0%</b>
<b>Percent w/o Not Rptd.</b>				<b>74.9%</b>	<b>10.7%</b>	<b>9.9%</b>	<b>4.0%</b>	<b>0.5%</b>		<b>1.0%</b>

\* Some courts did not report the race/ethnicity of all employees.



**Table A-10**  
**Total Attrition (Including Retirement) from the Federal Courts**  
**During the Year Ending September 30, 1999**

Court	Totals	Male	Female	White	African Am.	Hispanic	Asian	Native Am.	Not Rpted.*	Disab.
Circuit	733	374	359	621	37	17	48	2	8	4
Percent		51.0%	49.0%	84.7%	5.0%	2.3%	6.5%	0.3%	1.1%	0.5%
District	2,489	1063	1426	1893	271	171	100	5	49	25
Percent		42.7%	57.3%	76.1%	10.9%	6.9%	4.0%	0.2%	2.0%	1.0%
Bankruptcy	656	215	441	474	103	33	29	3	14	8
Percent		32.8%	67.2%	72.3%	15.7%	5.0%	4.4%	0.5%	2.1%	1.2%
FPDO	170	72	98	107	23	23	7	4	6	4
Percent		42.4%	57.6%	62.9%	13.5%	13.5%	4.1%	2.4%	3.5%	2.4%
Other**	112	68	44	96	9	3	4	0	0	0
Percent		60.7%	39.3%	85.7%	8.0%	2.7%	3.6%	0.0%	0.0%	0.0%
<b>Total</b>	<b>4,160</b>	<b>1,792</b>	<b>2,368</b>	<b>3,191</b>	<b>443</b>	<b>247</b>	<b>188</b>	<b>14</b>	<b>77</b>	<b>41</b>
<b>Percent</b>		<b>43.1%</b>	<b>56.9%</b>	<b>76.7%</b>	<b>10.6%</b>	<b>5.9%</b>	<b>4.5%</b>	<b>0.3%</b>	<b>1.9%</b>	<b>1.0%</b>
<b>Percent w/o Not Rpted.</b>				<b>78.2%</b>	<b>10.8%</b>	<b>6.0%</b>	<b>4.6%</b>	<b>0.3%</b>		<b>1.0%</b>

\* Some courts did not report the race/ethnicity of employees.

\*\* "Other" includes special courts and bankruptcy administrator offices.

**Table A-10A**  
**Attrition in the Federal Courts (Including Retirement) by Occupational Grouping**  
**During the Year Ending September 30, 1999**

Court	Totals	Male	Female	White	African Am.	Hispanic	Asian	Native Am.	Not Rpted.*	Disab.
Prof: Legal	2,044	1086	958	1744	111	52	111	2	24	3
Percent		53.1%	46.9%	85.3%	5.4%	2.5%	5.4%	0.1%	1.2%	0.1%
Prof: Other	670	358	312	483	83	57	20	5	22	17
Percent		53.4%	46.6%	72.1%	12.4%	8.5%	3.0%	0.7%	3.3%	2.5%
Lg. Sc./Tech.	904	193	711	642	133	70	36	5	18	15
Percent		21.3%	78.7%	71.0%	14.7%	7.7%	4.0%	0.6%	2.0%	1.7%
Ofc. Clerical	542	155	387	322	116	68	21	2	13	7
Percent		28.6%	71.4%	59.4%	21.4%	12.5%	3.9%	0.4%	2.4%	1.3%
<b>Total</b>	<b>4,160</b>	<b>1,792</b>	<b>2,368</b>	<b>3,191</b>	<b>443</b>	<b>247</b>	<b>188</b>	<b>14</b>	<b>77</b>	<b>42</b>
<b>Percent</b>		<b>43.1%</b>	<b>56.9%</b>	<b>76.7%</b>	<b>10.6%</b>	<b>5.9%</b>	<b>4.5%</b>	<b>0.3%</b>	<b>1.9%</b>	<b>1.0%</b>
<b>Percent w/o Not Rpted.</b>				<b>78.2%</b>	<b>10.8%</b>	<b>6.0%</b>	<b>4.6%</b>	<b>0.3%</b>		<b>1.0%</b>

\* Some courts did not report the race/ethnicity of all employees.

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**Table A-11  
Total Retirements from the Federal Courts  
During the Year Ending September 30, 1999**

Court	Totals	Male	Female	White	African Am.	Hispanic	Asian	Native Am.	Not Rpted.*	Disab.
Circuit	40	5	35	32	4	1	2	0	1	2
Percent		12.5%	87.5%	80.0%	10.0%	2.5%	5.0%	0.0%	2.5%	5.0%
District	393	163	230	289	46	20	8	1	29	15
Percent		41.5%	58.5%	73.5%	11.7%	5.1%	2.0%	0.3%	7.4%	3.8%
Bankruptcy	79	12	67	52	9	3	2	1	12	7
Percent		15.2%	84.8%	65.8%	11.4%	3.8%	2.5%	1.3%	15.2%	8.9%
FPDO	7	5	2	4	1	0	0	1	1	3
Percent		71.4%	28.6%	57.1%	14.3%	0.0%	0.0%	14.3%	14.3%	0.6%
Other**	15	7	8	12	3	0	0	0	0	0
Percent		46.7%	53.3%	80.0%	20.0%	0.0%	0.0%	0.0%		0.0%
<b>Total</b>	<b>534</b>	<b>192</b>	<b>342</b>	<b>389</b>	<b>63</b>	<b>24</b>	<b>12</b>	<b>3</b>	<b>43</b>	<b>28</b>
<b>Percent</b>		<b>36.0%</b>	<b>64.0%</b>	<b>72.8%</b>	<b>11.8%</b>	<b>4.5%</b>	<b>2.2%</b>	<b>0.6%</b>	<b>8.1%</b>	<b>5.2%</b>
<b>Percent w/o Not Rpted.</b>				<b>79.2%</b>	<b>12.8%</b>	<b>4.9%</b>	<b>2.4%</b>	<b>0.6%</b>		<b>5.7%</b>

\* Some courts did not report the race/ethnicity of all judges on the bench.

\*\* "Other" includes special courts and bankruptcy administrator offices.

**Table A-11A  
Retirements in the Federal Courts by Occupational Grouping  
During the Year Ending September 30, 1999**

Court	Totals	Male	Female	White	African Am.	Hispanic	Asian	Native Am.	Not Rpted.*	Disab.
Prof. Legal	44	17	27	28	4	1	2	0	9	2
Percent		38.6%	61.4%	63.6%	9.1%	2.3%	4.5%	0.0%	20.5%	4.5%
Prof. Other	243	148	95	174	33	11	5	2	18	13
Percent		60.9%	39.1%	71.6%	13.6%	4.5%	2.1%	0.8%	7.4%	5.3%
Lg. Sc./Tech.	201	18	183	157	20	9	4	1	10	9
Percent		9.0%	91.0%	78.1%	10.0%	4.5%	2.0%	0.5%	5.0%	4.5%
Ofc. Clerical	46	9	37	30	6	3	1	0	6	4
Percent		19.6%	80.4%	65.2%	13.0%	6.5%	2.2%	0.0%	13.0%	0.6%
<b>Total</b>	<b>534</b>	<b>192</b>	<b>342</b>	<b>389</b>	<b>63</b>	<b>24</b>	<b>12</b>	<b>3</b>	<b>43</b>	<b>28</b>
<b>Percent</b>		<b>36.0%</b>	<b>64.0%</b>	<b>72.8%</b>	<b>11.8%</b>	<b>4.5%</b>	<b>2.2%</b>	<b>0.6%</b>	<b>8.1%</b>	<b>5.2%</b>
<b>Percent w/o Not Rpted.</b>				<b>79.2%</b>	<b>12.8%</b>	<b>4.9%</b>	<b>2.4%</b>	<b>0.6%</b>		<b>5.7%</b>

\* Some courts did not report the race/ethnicity of all employees.

**Table A-12**  
**1990 U.S. Census Occupational Group Data (Percentages)**

Occupational Group	Totals	White	Minority	Black	Hispanic	Native Am.	Asian	Other
Professional (Male)	63.0	54.7	8.3	2.4	2.1	0.2	3.5	0.1
Professional (Female)	37.0	30.3	6.7	3.2	1.4	0.2	1.9	0.0
Administrative (Male)	50.0	42.1	7.9	3.6	2.6	0.3	1.4	0.0
Administrative (Female)	50.0	40.4	9.6	5.3	2.6	0.3	1.4	0.0
Technical (Male)	45.1	36.1	9.1	3.6	3.2	0.4	1.9	0.0
Technical (Female)	54.9	42.9	12.0	6.6	3.4	0.4	1.6	0.0
Other (Male)	84.3	67.6	16.7	9.7	4.8	0.9	1.2	0.0
Other (Female)	15.7	11.2	4.6	3.2	1.0	0.2	0.3	0.0
Clerical. (Male)	19.5	14.0	5.5	2.8	1.7	0.1	0.8	0.0
Clerical (Female)	80.5	63.4	17.1	9.6	5.2	0.5	1.9	0.0
Blue Collar (Male)	85.9	65.45	20.5	9.1	8.7	0.8	1.7	0.1
Blue Collar (Female)	14.1	9.8	4.3	2.2	1.5	0.2	0.5	0.1

## Appendix B: Ethnic Group Definitions

The ethnic groups used in this report and their definitions are shown below. No employee was listed under more than one ethnic group (race/national origin) designation, even if a particular employee met the description of more than one ethnic group. The definitions are from the Statistical Policy Directive No. 15, Office of Management and Budget.

- **White:** A person having origins in any of the original peoples of Europe, North Africa, or the Middle East. (Code = 1)
- **Black/African-American:** A person having origins in any of the black racial groups of Africa. (Code = 2)
- **Hispanic:** A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race. (Code = 3)
- **Asian or Pacific Islander:** A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa. (Code = 4)
- **Native American/American Indian or Alaskan Native:** A person having origins in any of the original peoples of North America, and who maintains cultural identification through tribal affiliation or community recognition. (Code = 5)

For purposes of this report, an employee may be included in the ethnic group (a) with which the individual identifies; (b) in which the individual is regarded in the community as being; or (c) in which the individual appears to belong. Options (b) or (c) may be the basis of reporting an employee's ethnicity only if the employee does not identify an ethnic group to which he or she belongs.

**END**

**06-19-01**



